

CITY OF ALAMEDA

Memorandum

To: Honorable Mayor and
Members of the City Council

From: John A. Russo
City Manager

Date: November 15, 2011

Re: Approve Reinstatement for Michael D'Orazi in Order to Recognize Prior
Service with the City of Alameda

BACKGROUND

City Manager John Russo has offered Interim Fire Chief Michael D'Orazi the position of Fire Chief to be effective December 19, 2011. Staff is seeking approval from the City Council to reinstate Mr. D'Orazi's previous time with the City in order to recognize the fact that he has over 28 years of service with the City.

DISCUSSION

Michael D'Orazi retired from the City of Alameda on July 22, 2007, after serving more than 28 years with the Fire Department. On May 23, 2011, he was appointed to serve as Interim Fire Chief for the City of Alameda. With the offer to become the City's Fire Chief, Mr. D'Orazi would be required to reinstate from his status as a service retiree under the California Public Employees Retirement System (PERS).

Staff is seeking approval from the City Council to reinstate Mr. D'Orazi's original hire date of November 16, 1979, and then utilize an adjusted hire date that bridges the time that he has not been employed with the City in a full-time regular position. This new date would then be used to calculate leaves and benefits under the Executive Management Compensation Plan, which covers compensation and benefits for all department directors, including the Chief of Police and Fire Chief. The time that Mr. D'Orazi has served as Interim Fire Chief does not count toward service time with the City as he has continued to draw on his PERS retirement and is not contributing to PERS while on this interim assignment.

The City's Civil Service Rules contain a provision that allows the City to reinstate an employee's previous service time with the City under certain conditions. Since the Fire Chief and all Executive Management positions are exempt from the Civil Service system and serve at the discretion of the City Manager, there is no mechanism for the City to recognize previous service time for these positions. Additionally, the financial ramifications, particularly those associated with his future retiree health and dental care benefits, exceed the City Manager's authorization level. Therefore, the City Council is

being asked to provide this recognition in order to clarify and definitively establish Mr. D'Orazi's eligibility for benefits under the Executive Management Compensation Plan based upon his having over 28 years of prior service with the City. In particular, he will retain his future eligibility for retiree health and dental care benefits as provided under the 1082 Transfer Agreement, which currently provides him City paid health and dental care benefits for himself and his spouse.

FINANCIAL IMPACT

There is no financial impact to the General Fund in recognizing prior service credit for Mr. D'Orazi.

RECOMMENDATION

Approve reinstatement for Michael D'Orazi in order to recognize prior service with the City of Alameda.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Karen Willis", is written over the typed name.

Karen Willis
Human Resources Director